

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 5 NOVEMBER 2021**

**QUESTION NO.: 2325.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

(1) How are the various government departments (a) measuring and (b) monitoring employee performance with some Public Service employees working from home during the COVID-19 pandemic;

(2) (a) whether her department has developed a remote working policy for government departments given that some Public Service employees are working from home; if not, what is the position in this regard; if so, on what date was the specified policy developed;

(3) Whether the remote working policy has been fully implemented and/or rolled out in all government departments; if not, what is the position in this regard; if so, what are the relevant details? **NW2644E**

**REPLY**

1 (a) All employees are required to sign performance agreements outlining the outputs, indicators and activities that they must deliver on during a particular period. This requirement still applies even during the COVID-19 pandemic.

1 (b) Remote working requires supervisors to agree on work to be completed by employees and regular monitoring to be done in order to ensure that employees are on track in meeting the agreed upon targets. The Performance Management and Development System (PMDS) requires that the performance of employees must be monitored on a continuous basis, with oral feedback on an employee’s performance if the performance is fully effective and meeting the requirements, and in writing if the employee’s performance is unsatisfactory. Conducting mid-year performance reviews and annual performance assessments are compulsory, which is a formal process and in writing.

1. The Remote Working Policy Framework for the Public Service has been developed and is being consulted on with stakeholders including Organised Labour who are parties to the Public Service Co-ordinating Bargaining Council (PSCBC) and it will be approved once consultations are completed.
2. The Remote Working Policy Framework for the Public Service is at a consultation stage, having been placed on the agenda of the PSCBC meeting of the 6th December 2021 for consultations with organised labour.

End